



Care International UK

Gender pay audit 2017

In 2017, we carried out our first voluntary gender pay audit as part of our commitment to gender equity.

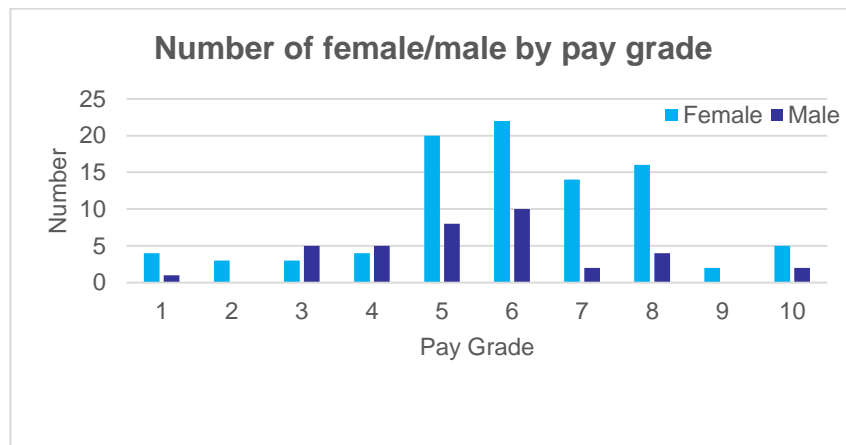
CARE International UK already have **equal pay** for women and men doing the same roles. We pay all staff in the same grade at the same salary.

A gender pay gap audit shows us the relative difference in the average aggregate earnings of women and men, it highlights where we might have more women in lower paid grades than in higher paid grades.

We took a snapshot of our pay in April 2017 and analysed the hourly pay by gender across pay bands and for individual posts. We examined the median pay for women and men to calculate the pay gap.

Findings

Our staff team is 71% and 29 % men - a similar ratio to many not for profit organisations. The number across the pay grades is shown below:



Our audit found there is an over representation of men in grades 3 & 4, and an over representation of women in both the lowest and highest grades.

The imbalances lead to an overall median gender pay gap of **11.30%**. This compares to a 18.1% gender pay gap for all employees in the UK as reported by The Office for National Statistics (2016).

Actions

We will continue to encourage women to apply for higher graded posts. We want to support women to progress to grades 3 & 4 through our learning & development initiatives and a mentoring programme.

We will aim to carry out a similar audit in 2018 and widen the scope to include ethnicity and age.